Organization Capabilities Table

Area of Expertise	INEL	SNL	LMES	LLNL	LANL	Comments
Academic and Education Programs	H	S	H	H	H	Extensive program
Adult Learning and Instructor Techniques					M	
Accelerated Learning	M	M	M	M	L	Provide instructor training
Advanced Training Technologies						
Computer-Based Training (CBT)	L	L	H	M	M	Getting into it Leader in WBT
Expert Systems (Artificial Intelligence)	L	L	H	L		
Multimedia	L	L	H	H	M	
Basic Skills/Literacy Program	L	L	H	L		Some, but need at Lab minimal
Client Coaching					H	
Conflict Resolution	M	M		H		System for employee relations-min conflict
Distance Learning						
Learning Centers	L	M	L	H		
Network	L	?	L	H	H	
Satellite	L	H	L	H	H	
Electronic Communication						
E-Mail	M	M	H	H	H	
Internet	M	M	H	H		
World-Wide Web Server/Site	M	M	H	H	M	
HTML Programming	L	M	H	H	M	
DOE Training Guides to Good Practices	H	M	H	??	L	
Ethics Training	H	M	H	M	L	Some ethics training on-site New employee orientation

Capability Rating (self assessment): H=High   M=Medium   L=Low

Organization Capabilities Table

Area of Expertise	INEL	SNL	LMES	LLNL	LANL	Comments
ES&H Training Curriculum	M	H	H	H	M	
Ergonomics	H	H	H	H		
Facilitation						
Meeting Design	H	H	M-H	H		Whole program setup
Process Consultation	H	M	M-H	H		
Feedback Systems						
Corporate Surveys	L	H	M-H	H		
Upward Feedback Processes	L	H	M	H		
Instructor Training and Qualification						
Basic	H	H	H	H	M	
Advanced	H	M		L	M	
Leadership Curriculum	L	H	M-H	L		
Nuclear and Reactor Facility Operations	H	M	H	H	L	
Non-Training Solutions						
Reward Systems	L	M	M	L		Pocket of excellence
Job Re-engineering	L	L	L-M	M		
Work Design	L	L	M	??		
Organizational Development					H	
Change Management	M	M	M	H		
Curriculum	M	L	L	H		
Group/Organization Dynamics	M	L	M	H		
Organization Structure and Redesign	M	L	M	H		

Capability Rating (self assessment): H=High   M=Medium   L=Low

Organization Capabilities Table

Area of Expertise	INEL	SNL	LMES	LLNL	LANL	Comments
Strategic and Business Planning	M	M	M	H		
Team Building/Training	M	M	M-H	H	M	
On-the-Job Training						
Techniques	H	M	M	H	M	
Methods	H	M	M	H	M	
Implementation	H	M	M	H	M	
Performance Consulting	H	L	M	L		New program starting
Procedure Development	H	L	H	M	H	High for nuclear facilities
Professional Development						
Career Guidance	L	L	H	M	M	Improvements are being made in several of these areas
Individual Development Plans	L	M	H	L	M	
Mentoring	L	H	H	L		
Succession Plans	L	H	H	L	L	
Program Management	H	M	H	L	M	
Records Management						
Computerized Records Systems	M	H	H	H		
Computerized Course Registration	L	H	H	L		
SAT/ISD Process Implementation					M	
Needs Analysis	H	M	H	H	M	High for high risk courses
Job Analysis	H	M	H	H	M	High for high risk courses
Task Analysis	H	M	H	H	M	High for high risk courses
Table-Top Approaches	H	M	H	H		High for high risk courses

Capability Rating (self assessment): H=High   M=Medium   L=Low

Organization Capabilities Table

Area of Expertise	INEL	SNL	LMES	LLNL	LANL	Comments
Training Course Design	H	M	H	H	M	High for high risk courses
Training Curriculum Design	H	M	H	H	M	High for high risk courses
Training Material Development	H	M	H	H	M	High for high risk courses
Training Oversight	H	M	H	H	M	High for high risk courses
Performance Measurement				M		High for high risk courses
Training Program Evaluation/Assess.	H	H-M	H+	M	H	High for high risk courses
Systems Engineering	H	ML	L	??	L	
Technical Qualification Programs	H	M	H	H	M	
Technical Training	H	H	H	H	M	
Total Quality Management	M	M	M-H	H	M	
Training-Related Policy and Orders						
DOE 5480.20A	H	H	H	H	M	
DOE 5480.18B	H	M	N/A	N/A	M	
DOE 5480.19	H	M	H	H	L	
DOE 4330.4	M	M	M	H	M	
DOE 5500.1	M	M	M	H	M	
DOE 5700.6	H	M	H	H	M	
DOE 360.1	H	M		H	M	
University Partnerships	M	M	M	H	H	

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